



TAMIL NADU GOVERNMENT GAZETTE

PUBLISHED BY AUTHORITY

No. 37]

CHENNAI, WEDNESDAY, SEPTEMBER 9, 2020
Aavani 24, Saarvari, Thiruvalluvar Aandu-2051

Part III—Section 1(a)

General Statutory Rules, Notifications, Orders, Regulations, etc.,
issued by Secretariat Departments.

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LABOUR AND EMPLOYMENT DEPARTMENT

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[G.O. Ms. No. 128, Labour and Employment (M2), 6th August 2020, ஆடி 22, சார்வரி, திருவள்ளூர் ஆண்டு-2051.]

No. SRO A-30/2020.— In exercise of the powers conferred by sub-section (3) of Section 19 and Section 112 of the Factories Act, 1948 (Central Act LXIII of 1948), the Governor of Tamil Nadu, hereby makes the following amendments to the Tamil Nadu Factories Rules, 1950, the draft of the same having been previously published as required under Section 115 of the said Act:-

AMENDMENTS

In the said Rules,-

(1) in rule 40, after clause (b), the following clauses shall be inserted, namely:-

"(c) Sanitary Napkins of adequate quantity conforming to relevant Indian Standards formulated by Bureau of Indian Standards shall be provided and maintained in the women's toilets for their use, and the same shall be replenished on daily basis.

(d) Disposable bins with lids shall be provided within the women's toilets for the collection of the used sanitary napkins. The used sanitary napkins shall be disposed off in a safe, hygienic and eco-friendly process by using suitable electrical incinerator";

(2) rule 61-N shall be omitted;

(3) for rule 61-O, the following rule shall be substituted, namely:-

"61-O. Personal Protective Equipments.- (1) All workers should be mandatorily provided with Personal Protective Equipments as required under any of the provisions of the Act or the Rules and such Personal Protective Equipments shall have certification by Bureau of Indian Standards. The occupier shall require the workers to use such Personal Protective Equipments and the same shall be maintained in proper working conditions by the occupier. All the workers shall be adequately trained on proper use of such Personal Protective Equipments and no charge whatsoever shall be charged by the occupier from the workers for provision of such Personal Protective Equipments.

(2) Without prejudice to the generality of sub-rule (1), the various types of Personal Protective Equipments to which this rule shall extend for use in factories shall be, as prescribed below:-

(i) Safety Helmet.- All workers who are likely to be exposed to any hazard which may cause head injury shall be provided with safety helmets conforming to relevant Indian Standard formulated by Bureau of Indian Standards. When work at height is being carried out such safety helmet shall be provided with a nape strap. No safety helmet which has resisted an impact shall be reused. Periodic cleaning and visual inspection to check any deformation in size or shape shall be carried out.

(ii) Protective Footwear.- Protective footwear should be provided to workers who are exposed to hazards which are likely to cause injury to them by way of materials being dropped on their feet or nail or other sharp objects penetrating their sole. The type and nature of footwear to be used at workplaces shall be decided by the occupier based on nature of work being carried at such work places. Proper disinfection shall be carried out to prevent contagious fungal infection of the skin that causes scaling, flaking, and itching of the affected areas. Proper medical care shall be carried out to prevent workers from suffering from ingrown nails, metatarsalgia, heel spur, hammer toes and nerve damage after wearing safety shoe.

(iii) Safety Goggles and Spectacles.- The relevant Indian Standard formulated by Bureau of Indian Standards shall be applicable for eye-protection intended for use in industrial undertakings to provide protection for the eyes of the workers against hazards such as flying particles and fragments, splashing materials and molten metal's harmful dust, gases or vapours, aerosols and radiations which are likely to impair vision or damage the eyes. Additional eye protection over their prescription lenses shall be used ensuring that the protective eyewear does not disturb the proper positioning of the prescription lenses.

(iv) Equipment for eye and face protection during welding.- The relevant Indian Standard formulated by Bureau of Indian Standards shall be followed for the requirements of goggles, hand shield and helmet intended to protect an operator above the shoulder from harmful radiation, spark and particles of hot metal during welding, cutting and similar operations

employing a gas flame or electric arc.

(v) **Gloves and Protective Clothing.-** Suitable gloves, leather gauntlets and mittens conforming to relevant Indian Standard formulated by Bureau of Indian Standards shall be used for protection of hands of the workers from getting injured. Such protective gloves shall be provided where the hands are exposed to hazards such as those from skin absorption of harmful substances, severe cuts or lacerations, severe abrasions, punctures, chemical burns, thermal burns and harmful temperature extremes. Suitable protective clothing as per relevant Indian Standard formulated by the Bureau of Indian Standards available for apron (Rubberized, acid and alkali resistant) shall be used for protection of workers who are likely to be exposed to any hazard which may cause injury to their skin.

(vi) **Ear protection when exposed to noise.-** Protection against the effects of noise exposure shall be provided when the sound levels exceed the prescribed Standards. The relevant Indian Standard formulated by Bureau of Indian Standards shall be followed while selection of suitable ear protection. Periodic disinfection of reusable ear protectors shall be carried out to eliminate hearing loss caused by infection, discharge, pain etc. in the ear.

(vii) **Respiratory Protection.-** Respiratory Protective Equipment based on the nature of hazards as per the relevant Indian Standard formulated by Bureau of Indian Standards shall be provided by the occupier of the factory to the workers for their respiratory protection against dust, fumes, gases, particulates etc. Clinical examination and appropriate medical tests shall be undertaken to avoid irritant dermatitis, nose bridge sores, etc. because of prolong use of respiratory personal protective equipment.

(viii) **Other Protective Equipment.-** Appropriate personal protective equipment based on the nature of hazards as per the relevant Indian Standard formulated by Bureau of Indian Standards shall be provided by the occupier to the workers. These shall include the following:-

- (a) Safety harnesses with independently secured lifelines where protection against falls cannot be provided by other appropriate means.
- (b) Life vests and life preservers where there is a danger of falling into water.
- (c) Distinguishing clothing or reflective devices or otherwise conspicuously visible material when there is regular exposure to danger from moving Vehicles.

(3) The Inspector may, having regard to the nature of the hazards involved in work and process being carried out, order the occupier or the manager in writing to supply to the workers exposed to particular hazard any personal protective equipment conforming to relevant Indian Standard formulated by Bureau of Indian Standards as may be found necessary."

Md. NASIMUDDIN,
Additional Chief Secretary to Government.